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Financing of the United Nations Interim Administration Mission in Kosovo

Budget for the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2014 to 30 June 2015

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Interim Administration Mission in Kosovo (UNMIK) for the period from 1 July 2014 to 30 June 2015, which amounts to $42,768,100.

During the budget period, the Mission will continue to help the Security Council achieve an overall objective, namely, to ensure conditions for a peaceful and normal life for all inhabitants in Kosovo and advance regional stability in the western Balkans. On the basis of Security Council resolution 1244 (1999), the strategic objective of the Mission remains to strengthen and consolidate peace, security and stability in Kosovo and the region. UNMIK will pursue these priorities by contributing to the implementation of the political and technical agreements reached between Belgrade and Pristina in the framework of the European Union-facilitated dialogue, in particular the "First Agreement of Principles Governing the Normalization of Relations" concluded by the two sides on 19 April 2013.

The 2014/15 budget amounts to $42,768,100, representing a decrease of 4.9 per cent ($2,184,900) compared to the 2013/14 budget. The decreased requirements for civilian personnel of $1,528,700 (4.3 per cent) are attributable mainly to the abolishment of 10 and conversion of 6 international posts to national posts in the Mission Support Division and Security Section as a result of the reconfiguration and restructuring of the support component. The decreased requirements in operational costs of $743,000 (8.5 per cent) are attributable mainly to lower costs for facilities and infrastructure due to reduced requirements for alteration and renovation services and maintenance services. The aforementioned decreased requirements are partly offset by an increase of $86,800 (12.2 per cent) in military and police personnel costs due primarily to a change in methodology in the calculation of death and disability cost estimates.

The budget provides for the deployment of 8 military observers, 8 United Nations police officers, 116 international staff, 228 national staff and 27 United Nations Volunteers.

The total resource requirements for UNMIK for the financial period from 1 July 2014 to 30 June 2015 have been linked to the Mission's objective through a number of results-based-budgeting frameworks, organized according to components (substantive and support). The human resources of the Mission regarding the number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	Expenditures (2012/13)	Apportionment (2013/14)	Cost estimates (2014/15)	Variance	
				Amount	Percentage
Military and police personnel	563.5	713.4	800.2	86.8	12.2
Civilian personnel	34 927.4	35 514.8	33 986.1	(1 528.7)	(4.3)
Operational costs	9 219.3	8 724.8	7 981.8	(743.0)	8.5
Gross requirements	**44 710.2**	**44 953.0**	**42 768.1**	**(2 184.9)**	**(4.9)**
Staff assessment income	3 707.5	3 966.6	3 849.5	(117.1)	(3.0)
Net requirements	**41 002.7**	**40 986.4**	**38 918.6**	**(2 067.8)**	**(5.0)**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**44 710.2**	**44 953.0**	**42 768.1**	**(2 184.9)**	**(4.9)**

Human resources[a]

	Military observers	United Nations police	International staff	National staff[b]	United Nations Volunteers	Total
Executive direction and management						
Approved 2013/14	–	–	20	10	4	34
Proposed 2014/15	–	–	18	10	4	32
Components						
Substantive civilian						
Approved 2013/14	8	8	59	59	14	148
Proposed 2014/15	8	8	61	67	15	159
Support						
Approved 2013/14	–	–	53	145	10	208
Proposed 2014/15	–	–	37	151	8	196
Total						
Approved 2013/14	**8**	**8**	**132**	**214**	**28**	**390**
Proposed 2014/15	**8**	**8**	**116**	**228**	**27**	**387**
Net change	**–**	**–**	**(16)**	**14**	**(1)**	**(3)**

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Professional Officers and national General Service staff.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the United Nations Interim Administration Mission in Kosovo (UNMIK) was established by the Security Council in its resolution 1244 (1999).

2. The Mission is mandated to help the Security Council achieve an overall objective, namely, to ensure conditions for a peaceful and normal life for all inhabitants in Kosovo and advance regional stability in the western Balkans.

3. Within this overall objective, UNMIK will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are organized according to components (substantive and support) derived from the mandate of the Mission.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Mission, and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNMIK regarding the number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole. Variances in the number of personnel, compared to the 2013/14 budget, have been explained under the respective components.

5. UNMIK is headed by the Special Representative of the Secretary-General, who ensures a coordinated approach by the international civil presence. The Special Representative also ensures coordination with the international security presence, the Kosovo Force (KFOR), and the European Union Rule of Law Mission in Kosovo (EULEX), which has full operational responsibility for the area of rule of law. EULEX is deployed under Security Council resolution 1244 (1999) and operates under the overall authority of the United Nations.

B. Planning assumptions and Mission support initiatives

6. Pursuant to Security Council resolution 1244 (1999), the strategic objective of the Mission remains to strengthen and consolidate peace, security and stability in Kosovo and the region. UNMIK will pursue these priorities by contributing to the implementation of the agreements reached between Belgrade and Pristina in the framework of the European Union-facilitated dialogue, in particular the "First Agreement of Principles Governing the Normalization of Relations" concluded by the two sides on 19 April 2013 (the 19 April Agreement). Continued progress in the implementation of the 19 April Agreement will be instrumental in advancing the European perspective in the region, in line with the Security Council presidential statement of 26 November 2008 (S/PRST/2008/44), and will also be key for Serbia's accession negotiations with the European Union, expected to start early in 2014, and the ongoing negotiations on a Stabilization and Association Agreement between Kosovo and the European Union.

7. Furthermore, the Mission will continue to monitor, report on and facilitate the resolution of issues relating to the reconciliation of Kosovo's communities; promote and support dialogue between Belgrade and Pristina on issues of practical concern.

including the return of internally displaced persons and determining the fate of missing persons; and continue its engagement in the area of rule of law, mainly through the provision of support and facilitation to EULEX. In addition, UNMIK will continue to facilitate Kosovo's participation in regional and international forums, where required, especially for those agreements to which UNMIK is the signatory on behalf of Kosovo.

8. The following factors have been taken into account in the formulation of the Mission's priorities and resource requirements for the 2014/15 financial period: the evolving political and operational environment in which the Mission operates; the progress made in the implementation of the 19 April Agreement; the implications for Kosovo, especially northern Kosovo, of the 3 November 2013 municipal elections; and the future role of other international actors in Kosovo. In this context, UNMIK will seek to enhance its facilitation role, where required by the parties or other international actors, to consolidate peace and promote a peaceful resolution to problems emerging on the ground, especially in connection with the implementation of the 19 April Agreement. The Mission's facilitation role would be further enhanced through the implementation of confidence-building projects that aim to promote: (a) inter-municipal and inter-ethnic cooperation; (b) required basic services at the community level to promote cooperation and reconciliation between communities; and (c) improvement of economic or environmental conditions at the local level. These confidence-building projects will be implemented in close coordination with the United Nations Kosovo Team, throughout Kosovo both north and south of the Ibar River, focusing on communities that require cooperation and reconciliation.

9. UNMIK will also continue to enhance its engagement in northern Kosovo, leveraging its comparative advantages in terms of access and outreach to the local communities. The Mission anticipates that further progress in the implementation of the 19 April Agreement, in particular following the successful conduct of the 3 November 2013 municipal elections, including in the northern Kosovo-Serb municipalities, should lead to further gradual normalization of relations in northern Kosovo. The Mission will continue to coordinate its activities with other key actors, including the European Union, as well as Belgrade and Pristina.

10. Following a comprehensive review of the Mission's concept of operations and personnel structure, the 2014/15 budget proposes the realignment and streamlining of the staffing structures of the Security Section and the Mission Support Division. Furthermore, UNMIK has taken the necessary steps to conform to the global field support strategy through rationalization, prioritization, integration and assessment of the delivery of services, which has resulted in the reduction of posts in the Mission Support Division. The adjustments to the Security Section and Mission Support Division staffing structures will result in the net reduction of eight posts and two United Nations Volunteer positions. The abolishment of the Conduct and Discipline Unit will also result in the reduction of two posts. The reductions will be partly offset by the establishment of eight posts and one United Nations Volunteer position in the substantive component in order to strengthen the Mission's substantive delivery in the light of the recent political agreements between the two sides. In addition, a net movement of two posts from the executive direction and management to the substantive component is proposed. Emphasis has also been placed on the capacity-building of national staff through the conversion of six international posts to National Professional Officer and national General Service posts. With the

reduction of support posts and United Nations Volunteer positions and the increase of substantive posts and United Nations Volunteer positions, the overall adjustment to the Mission's staffing structure in the 2014/15 budget proposal is a net reduction of two posts and one United Nations Volunteer position.

11. The combined international staffing complement in the Mission Support Division and Security Section in the 2014/15 financial period is proposed at 37, representing 32 per cent of the total international staffing establishment of 116; compared to 52 in the 2013/14 period, which represented 40 per cent of the total international staffing establishment of 132.

12. Due to the merger of the Finance Section and Budget and Cost Control Unit that occurred on 1 July 2013, the Mission Support Division will further integrate budget functions with other finance functions in order to optimize its human resources utilization and benefit from the synergy created by the merger. In addition, it is proposed that the General Services Section be abolished and its various functions redistributed to other sections, which would result in a more efficient management system while simultaneously allowing the Mission to reduce the size of its support staff.

13. A review of the Mission's medical operations was recently undertaken and the subsequent report recommended the transformation of the level I clinic in Pristina into a medical cell with no clinical role, with the remaining medical personnel continuing to provide medical consultations and referrals to local facilities for level I and II medical services. Meanwhile, owing to the unstable security situation and lack of commercial health facilities in Mitrovica, it was recommended for the satellite clinic in Mitrovica to continue to provide level I care to staff in the five municipalities. UNMIK staff will continue to have access to level III and level IV medical services from neighbouring countries. The proposed changes are expected to be implemented in the 2014/15 financial period and would result in the abolishment of four posts and two United Nations Volunteer positions.

14. A review of the structure of the Communications and Information Technology Section was completed in an effort to identify ways to improve the Mission's technology infrastructure in accordance with the current security arrangements and the global field support strategy by leveraging the services of the Global Service Centre. The final report recommended the movement of certain infrastructure services to the Service Centre to reduce costs and improve quality of service. The services proposed to move to the Centre are: infrastructure monitoring and event management; the secondary site in the United Nations Office in Belgrade; mission backup and restoration management; and information and communications technology security. The recommendations are scheduled for implementation in the 2014/15 financial period and would result in the abolishment of four Field Service posts.

15. The Mission will also continue to carefully monitor and prioritize official travel and training costs through increased utilization of videoconferencing, placing more emphasis on internal training, and continuing to purchase airline tickets well in advance of planned travel. Additionally, the Mission will reduce its light passenger vehicle fleet by 33 per cent, institute a policy of vehicle use for official purposes only and take the necessary steps to enhance pooled transport options. The reduction in the vehicle fleet will also lead to cost reductions in the areas of fuel consumption, repair and maintenance, and spare parts. Furthermore, the utilization

of multifunctional printers and scanners will allow the Mission to reduce the number of photocopiers from 29 to 15.

16. The proposed budget for 2014/15 shows an overall decrease of $2,184,900 (4.9 per cent) compared to the approved 2013/14 budget, owing primarily to decreased provisions for civilian personnel as a result of the net reductions of 16 international posts and 1 United Nations Volunteer position, partly offset by a net increased requirement for 14 national staff. The overall decrease in requirements is also attributable to reduced requirements for operational costs, owing mainly to lower costs for facilities and infrastructure.

C. Partnerships and country team coordination

17. The Mission will continue to maintain close cooperation with key international actors, such as the Organization for Security and Cooperation in Europe (OSCE), EULEX and KFOR, which will continue to play important roles under the overall framework of Security Council resolution 1244 (1999). EULEX will continue to operate under the overall authority and within the status-neutral framework of the United Nations, in line with the Security Council presidential statement of 26 November 2008 (S/PRST/2008/44). Despite possible modifications in their configuration, EULEX, KFOR and OSCE are expected to maintain their presence in Kosovo. In this context, UNMIK will consult with key international actors on possible changes to their configuration and assess the possible implications for the Mission's ability to continue to carry out its mandate. Furthermore, through the development of joint strategies and formulation of common messages with key international partners, including the European Union, the United Nations Kosovo Team, OSCE, EULEX, and KFOR, as well as through the active engagement of local leaders and communities, the Mission will continue to identify and reduce potential sources of tension to minimize the risks of political regression or renewed tensions on the ground.

18. In addition, UNMIK will continue its cooperation with the United Nations Kosovo Team as part of the Integrated Missions Planning Process, to maximize its capacity to assess the situation on the ground and plan and implement joint strategies that serve to increase the collective impact of United Nations activities in Kosovo. UNMIK and the United Nations Kosovo Team will continue to implement the strategic framework for Kosovo for 2012, 2013 and 2014, jointly focusing on the following thematic objectives: promoting and strengthening multi-ethnic municipalities; promoting access for returnees to effective structures and mechanisms to ensure sustainable returns and integration; monitoring human rights and gender equality compliance by the Kosovo authorities and international institutions present in Kosovo; providing support to Kosovo's engagement with treaty bodies; and harmonizing United Nations activities throughout Kosovo. Moreover, during the implementation of the proposed confidence-building and reconciliation projects, UNMIK will continue to coordinate with the United Nations Kosovo Team and other international partners in a number of key areas in Kosovo.

19. The Mission will also continue to facilitate the activities of the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Food and Agriculture Organization of the United Nations (FAO), the United Nations Office for Project Services (UNOPS), and the United Nations Human Settlements

Programme (UN-Habitat), in accordance with the memorandum of understanding between UNMIK and the respective organizations.

D. Results-based-budgeting frameworks

20. In order to facilitate the presentation of proposed changes in human resources, six categories of possible action with respect to staffing have been identified. A definition of the terminology with respect to the six categories is contained in annex I.A of the present report.

Executive direction and management

21. Overall mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Office of the Special Representative of the Secretary-General									
Approved posts 2013/14	1	2	7	7	3	20	10	4	34
Proposed posts 2014/15	1	2	5	7	3	18	10	4	32
Net change	–	–	**(2)**	–	–	**(2)**	–	–	**(2)**

[a] Includes National Professional Officers and national General Service staff.

Office of the Special Representative of the Secretary-General

International staff: net decrease of 2 posts (redeployment of 1 P-5 and 1 P-4 posts to the Rule of Law Liaison Office, redeployment of 1 P-3 post to the Office of the Senior Police Adviser, and reassignment of 1 P-3 post from the Rule of Law Liaison Office)

22. It is proposed to redeploy one P-5 post of Senior Coordination Officer and one P-4 post of Legal Officer from the Office of the Special Representative of the Secretary-General to the Rule of Law Liaison Office. Taking into account the current reality in which the posts proposed for redeployment are in effect already a part of the Rule of Law Liaison Office on an informal basis owing to the functions they perform, it is proposed to formalize this arrangement.

23. It is proposed to redeploy one P-3 post of United Nations Police Adviser from the Office of the Special Representative of the Secretary-General to the newly established Office of the Senior Police Adviser (see paras. 30 and 31 below). The redeployment of the post is necessary in order to better consolidate the Mission's resources in relation to the functions of the newly established Office of the Senior Police Adviser.

24. It is proposed to reassign one P-3 post of Forensic Anthropologist Officer from the Rule of Law Liaison Office to the Office of the Special Representative of the

Secretary-General as a Legal Officer. The Legal Officer would provide the necessary reinforcement to the Human Rights Advisory Panel that would enable it to clear the remaining caseload by the end of the 2014/15 financial period. Owing to the time-intensive nature of case processing, the reassignment of the post will be instrumental in assisting the Human Rights Advisory Panel to complete its work in a timely manner.

Component 1: substantive

25. As detailed in the frameworks below, the Mission is mandated to strengthen and consolidate peace and stability in Kosovo and the wider region. Its strategic priorities include fulfilling its coordination and facilitation roles, supporting intercommunity reconciliation, especially in the north of Kosovo, and enhancing cooperation and coordination among international actors, especially with other international missions operating within the authority of Security Council resolution 1244 (1999), including the European Union and the North Atlantic Treaty Organization (NATO), to assure convergence of objectives on the ground.

26. At the same time, the Mission will continue to take into account the evolving nature of the political and operational environment, including progress in the implementation of the 19 April Agreement, and closely follow domestic developments in Kosovo, especially following the municipal elections in November 2013 and parliamentary elections in 2014. The Mission will also continue to make efforts to further cooperation and coordination with other international actors in Kosovo, particularly in northern Kosovo.

27. In this context, as outlined under expected accomplishment 1.1, the Mission will continue to enhance its support to communities, especially in facilitating assistance to minority communities. The Mission will also enhance its monitoring and political assessment functions, and promote solutions to issues which could impact peace and stability, intercommunity relations, and human rights. The Mission will continue to maintain an effective presence in the northern municipalities and play a role in the mediation and reconciliation process by continuing to liaise with the local political and community leaders. The Mission will also support the newly elected municipalities in northern Kosovo and assist in facilitating their interaction with the Kosovo authorities and international presences.

28. As outlined in expected accomplishment 1.2, the mandated activities will entail supporting the implementation of the political and technical agreements reached between Belgrade and Pristina in the European Union-facilitated dialogue; assisting in ascertaining the fate of missing persons; facilitating Kosovo's engagement in international and regional forums, including the United Nations human rights bodies, as necessary; and fulfilling the responsibilities of UNMIK as the signatory to treaties and agreements on behalf of Kosovo. The United Nations Office in Belgrade will continue to provide analysis and advice in support of the Mission's monitoring and facilitation role by maintaining a proactive relationship with key local and international actors.

Expected accomplishments	*Indicators of achievement*
1.1 Progress towards reconciliation and integration of all communities in Kosovo	1.1.1 Decrease in the number of incidents affecting non-majority communities (2012/13: 544; 2013/14: 490; 2014/15: 441)
	1.1.2 Increase in the number of sustainable voluntary minority returns of displaced persons to Kosovo (2012/13: not available; 2013/14: 1,000; 2014/15: 1,500)
	1.1.3 Increase in the number of cases filed by Kosovo-Serb individuals to the Kosovo judiciary (2012/13: 0; 2013/14: 5; 2014/15: 10)

Outputs

- Resolution, through daily meetings with local and central authorities, civil society and key mandate holders, of issues affecting communities, returns, and cultural heritage throughout Kosovo
- Verification of the actual number of returnees, their living and security conditions, through quarterly visits, in 37 identified return sites/villages and of displaced persons in 15 identified collective centres
- Chairing of weekly meetings with EULEX and KFOR on political and security developments in the north of Kosovo, and daily briefings with municipal officials of the northern municipalities on issues related to reconciliation and cooperation among all communities
- Co-chairing of monthly human rights international contact group meetings with the Office of the High Commissioner for Human Rights in Kosovo and participation in monthly meetings of its subgroups, along with various international/regional actors, focusing on security incidents affecting non-majority communities and property rights
- Preparation and submission of at least 3 responses to United Nations and European human rights bodies whenever required to do so, including review and revision of inputs provided by the Kosovo authorities, the United Nations Kosovo Team, OSCE and other stakeholders
- Processing of 100 cases of alleged human rights violations reported to the Human Rights Advisory Panel towards finalizing all pending cases before the Panel
- Facilitation of the provision of civil registration services to the Kosovo-Serb communities by the Kosovo authorities through monthly meetings with the Kosovo authorities and EULEX to ensure continuous inclusion of minority communities in the EULEX agenda
- Advice through 12 meetings of the Security and Gender Group and 12 meetings of its subgroup on gender-based violence with UN-Women, United Nations Development Programme (UNDP), OSCE, EULEX, the Kosovo authorities, and civil society organizations to promote gender mainstreaming
- Quarterly reports to the Security Council covering all relevant developments in Kosovo
- Implementation of 24 confidence-building projects

- Media updates aimed at promoting awareness and understanding of developments and issues, including freedom of movement, the right to return and the protection of minority communities, political developments and processes, intercommunity dialogue, security issues and human rights, including 12 web and radio public service announcements, the UNMIK FM radio network (Ophelia FM) 24 hours a day, 7 days a week, serving minority communities; and daily media monitoring reports (2 editions a day, local and international press, television, radio, Internet) distributed via e-mail, website and social media updates, and daily contacts with the media

Expected accomplishments	*Indicators of achievement*
1.2 Progress with respect to Pristina's cooperation and dialogue with Belgrade and regional organizations	1.2.1 Increase in the number of Kosovo-Serb public servants, including police and judicial officers, transferred from parallel institutions to the Kosovo authorities (2012/13: 0; 2013/14: 280; 2014/15: 373)
	1.2.2 Increase in the total number of elected Kosovo-Serb officials in the Kosovo authorities at the central and local levels (2012/13: 88; 2013/14: 130; 2014/15: 150)

Outputs

- Advice and support provided to the process of the European Union-facilitated political and technical dialogue and agreements between Belgrade and Pristina, including assistance to meetings through the sharing of the Mission's institutional memory and expertise on an ad hoc basis
- Advice on all mandated issues through 50 high-level meetings between UNMIK senior leadership and Pristina and Belgrade officials
- Facilitation of decision-making processes within the multilateral agreements signed by UNMIK on behalf of Kosovo, such as the Central European Free Trade Agreement, the Energy Community Treaty, the core regional transport network (the South-East European Transport Observatory) and the European Common Aviation Area, through attending meetings or carrying out other modes of intervention on an estimated 13 occasions
- Facilitation of dialogue between Belgrade and Pristina on missing persons, including through participation in ad hoc meetings of the Working Group on Missing Persons and weekly liaison with the Kosovo Commission on Missing Persons, the Serbian Government Commission on Missing Persons and the International Committee of the Red Cross
- Processing and preparing of documentation and legal instruments in relation to requests received for mutual legal assistance pursuant to applicable international and local law and bilateral agreements with other Governments received from the Kosovo authorities, Member States that do not recognize Kosovo as an independent state and/or EULEX
- Preparation and conclusion of an estimated 3 agreements between UNMIK and KFOR contingents regarding the handover of KFOR premises/camps that are socially or publicly owned property
- Attending an estimated 50 court hearings and responding to an estimated 100 submissions, related to claims and cases stemming from activities involving the Kosovo Trust Agency received from the Special Chamber and municipal courts during the budget period; negotiation and settlement of an estimated 50 outstanding legal claims and cases stemming from activities involving the Kosovo Trust Agency received from the Special Chamber and municipal courts during the budget period

- Processing of an estimated 1,200 requests from Kosovo residents, countries not recognizing Kosovo as an independent State, and liaison offices for the authentication and certification by UNMIK of, inter alia, Kosovo civil status documentation, pension certificates and academic documents which need to be used in countries that do not recognize Kosovo as an independent State
- Processing and preparing documentation in accordance with applicable law in relation to requests received for the issuance of international wanted notices, also known as INTERPOL (International Criminal Police Organization) Red Notices, and processing and referral of an estimated 1,500 INTERPOL cases (international crime and automobile theft) for investigation by the relevant actors in Kosovo

External factors

The regional security environment will remain calm. EULEX, OSCE and KFOR will continue providing support

Table 2
Human resources: component 1, substantive

Category									*Total*
I Military observers									
Approved 2013/14									8
Proposed 2014/15									8
Net change									–
II United Nations police									
Approved 2013/14									8
Proposed 2014/15									8
Net change									–
	International staff								
III Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*Subtotal*	*National staff[a]*	*United Nations Volunteers*	*Total*
Office of Political Affairs									
Approved posts 2013/14	–	1	2	1	–	4	6	2	12
Proposed posts 2014/15	–	1	2	1	–	4	6	2	12
Net change	–	–	–	–	–	–	–	–	–
Office of Legal Affairs									
Approved posts 2013/14	–	1	4	6	1	12	2	–	14
Proposed posts 2014/15	–	1	4	6	1	12	2	–	14
Net change	–	–	–	–	–	–	–	–	–
Office of Community Support and Facilitation									
Approved posts 2013/14	–	1	5	4	–	10	7	4	21
Proposed posts 2014/15	–	1	5	4	–	10	8	4	22
Net change	–	–	–	–	–	–	1	–	1

Rule of Law Liaison Office									
Approved posts 2013/14	–	–	2	5	1	8	7	2	17
Proposed posts 2014/15	–	–	3	4	–	7	4	2	13
Net change	–	–	1	(1)	(1)	(1)	(3)	–	(4)
Office of the Senior Police Adviser									
Approved posts 2013/14	–	–	–	–	–	–	–	–	–
Proposed posts 2014/15	–	–	1	1	1	3	3	–	6
Net change	–	–	1	1	1	3	3	–	6
Office of the Spokesperson and Public Information									
Approved posts 2013/14	–	–	2	–	–	2	9	1	12
Proposed posts 2014/15	–	–	2	–	–	2	10	1	13
Net change	–	–	–	–	–	–	1	–	1
Military Liaison Office									
Approved posts 2013/14	–	–	1	–	–	1	3	–	4
Proposed posts 2014/15	–	–	1	–	–	1	3	–	4
Net change	–	–	–	–	–	–	–	–	–
Mitrovica Office									
Approved posts 2013/14	–	1	7	7	1	16	21	5	42
Proposed posts 2014/15	–	1	7	7	1	16	26	6	48
Net change	–	–	–	–	–	–	5	1	6
United Nations Office in Belgrade									
Approved posts 2013/14	–	1	2	1	2	6	4	–	10
Proposed posts 2014/15	–	1	2	1	2	6	5	–	11
Net change	–	–	–	–	–	–	1	–	1
Subtotal, Civilian staff									
Approved posts 2013/14	–	5	25	24	5	59	59	14	132
Proposed posts 2014/15	–	5	27	24	5	61	67	15	143
Net change	–	–	2	–	–	2	8	1	11
Total, I-III									
Approved posts 2013/14	–	–	–	–	–	–	–	–	148
Proposed posts 2014/15	–	–	–	–	–	–	–	–	159
Net change	–	–	–	–	–	–	–	–	11

[a] Includes National Professional Officers and national General Service staff.

International staff: net increase of 2 posts (reassignment of 1 P-3 post to the Office of the Special Representative of the Secretary-General and redeployment of 1 P-3, 1 P-4 and 1 P-5 posts from the Office of the Special Representative of the Secretary-General)

National staff: increase of 8 posts (establishment of 1 National Professional Officer and 7 national General Service posts)

United Nations Volunteers: increase of 1 position (establishment of 1 United Nations Volunteer position)

Office for Community Support and Facilitation

National staff: increase of 1 post (establishment of 1 national General Service post)

29. The establishment of a national General Service post of Programme Assistant is proposed to strengthen the Office for Community Support and Facilitation in the light of the 19 April Agreement between Belgrade and Pristina and the recent trend towards increased political inclusiveness and participation of Kosovo's minority communities. The Pristina mobile team, for which the additional post is requested, carries out daily monitoring and facilitation activities in 21 municipalities with four local staff. Local staff have proven to be well equipped in providing efficient and proactive communication with the local authorities; it is therefore proposed that an additional post be established to provide the Office for Community Support and Facilitation with a dedicated staff member who would predominantly liaise with the Kosovo-Serb municipalities. The activities of the Pristina mobile team form the basis of the Mission's daily situation reports and help UNMIK in the formulation of plans to assist minority communities, as needed, in solving problems pertaining to provision of utility services, education, health care, rule of law, freedom of movement, employment opportunities, property issues and public transportation.

Office of the Senior Police Adviser

International staff: increase of 3 posts (redeployment of 1 P-5 and 1 Field Service posts from the Rule of Law Liaison Office, and redeployment of 1 P-3 post from the Office of the Special Representative of the Secretary-General)

National staff: increase of 3 posts (redeployment of 3 national General Service posts from the Rule of Law Liaison Office)

30. It is proposed to establish an Office of the Senior Police Adviser as a means to separate the police and judicial functions of the Mission currently undertaken in the Rule of Law Liaison Office and the Office of the Special Representative of the Secretary-General. Through this proposed arrangement, the Office of the Senior Police Adviser would focus solely on policing activities while the Rule of Law Liaison Office would focus on judicial matters and on the broader rule of law area. The Office of the Senior Police Adviser would operate as an independent entity from the Rule of Law Liaison Office, reporting directly to the Special Representative of the Secretary-General. The unification of police-related functions under the supervision of the Senior Police Adviser would clarify the reporting lines and pool all police specialists under one unified office. It would increase the efficiency and sustainability of the Mission's activities in relation to EULEX and local police, while contributing to more efficient coordination and consultation opportunities with all external partners.

31. The proposed establishment of the Office of the Senior Police Adviser would be enabled through the redeployment of one P-5 post of Senior Police Adviser, one Field Service post of Staff Assistant and three national General Service posts of Administrative Assistant from the Rule of Law Liaison Office; and the redeployment of one P-3 post of United Nations Police Adviser from the Office of the Special Representative of the Secretary-General.

Rule of Law Liaison Office

International staff: net decrease of 1 post (reassignment of 1 P-3 post to the Office of the Special Representative of the Secretary-General, redeployment of 1 P-5 and 1 Field Service posts to the Office of the Senior Police Adviser, and redeployment of 1 P-5 and 1 P-4 posts from the Office of the Special Representative of the Secretary-General)

National staff: decrease of 3 posts (redeployment of 3 national General Service posts to the Office of the Senior Police Adviser)

32. It is proposed to redeploy one P-5 post of Senior Coordination Officer and one P-4 post of Legal Officer from the Office of the Special Representative of the Secretary-General to the Rule of Law Liaison Office (see para. 22 above). The head of the Rule of Law Liaison Office will be the Senior Coordination Officer.

33. The reassignment of one P-3 post of Forensic Anthropologist Officer from the Rule of Law Liaison Office to the Office of the Special Representative of the Secretary-General as a Legal Officer (see para. 24 above) is also proposed. The functions of the post are no longer required in the Rule of Law Liaison Office.

34. In accordance with the proposed establishment of the Office of the Senior Police Adviser, the following posts with policing-related functions will be redeployed from the Rule of Law Liaison Office to the Office of the Senior Police Adviser: one P-5 post of Senior Police Adviser, one Field Service post of Staff Assistant and three national General Service posts of Administrative Assistant (see paras. 30 and 31 above).

Office of the Spokesperson and Public Information

National staff: increase of 1 post (establishment of 1 National Professional Officer post)

35. The establishment of a National Professional Officer post of Associate Public Information Officer is proposed to adequately support the Mission's role in the implementation of recent political agreements, primarily but not exclusively in the area north of the Ibar river. The functions of the incumbent of the post would include handling relations with local print and electronic media, and conducting public information campaigns. Inadequate professional capacity in this specific area would undermine the investment made in strengthening the Mission's overall capacity, and weaken its ability to provide appropriate and effective support in the implementation of the political agreements.

Mitrovica Office

National staff: increase of 5 posts (establishment of 5 national General Service posts)

United Nations Volunteers: increase of 1 position (establishment of 1 United Nations Volunteer position)

36. The establishment of five national General Service posts of Programme Assistant is proposed in the regional Mitrovica Office in order to provide adequate support to the implementation process of the Belgrade-Pristina agreements, as well as to the stabilization and normalization efforts. An expansion of international capacity has been undertaken in the Mitrovica region to respond to developments in the political process which will necessitate an increase in posts for Programme Assistants who possess strong facility in the local languages and relevant local knowledge. The considerable investments made in the expansion of the professional capacity will be leveraged significantly through qualified Programme Assistants capable of supporting the civil affairs functions of the Mission in all four municipalities and the regional headquarters in Mitrovica.

37. The establishment of a United Nations Volunteer position of Project Officer is also proposed. The anticipated shift in focus towards longer-term implementation of current political agreements, primarily in the Mitrovica region, requires, inter alia, specific programme management expertise to oversee cost-effective and output-efficient delivery of limited-term projects in the north of Kosovo. This specific capacity is not currently available among the Professional staff currently assigned to the region. The Project Officer will be responsible for maintaining programme schedules, regularly monitoring, documenting and reporting on project status and cost, as well as mitigating risks and liability exposure.

United Nations Office in Belgrade

National staff: increase of 1 post (establishment of 1 national General Service post)

38. The establishment of a national General Service post of Public Information Assistant is proposed in the United Nations Office in Belgrade to assist in the functions of media monitoring, translation, preparation of daily media highlights, and public relations strategy formulation. These functions are currently being performed by only one Media Analyst, which has not allowed for proper monitoring of all television, radio, daily newspapers, weekly news magazines and electronic media news sources in Serbia proper, Montenegro, Bosnia and Herzegovina, the former Yugoslav Republic of Macedonia, and Croatia. The limited human resources have also created challenges in producing translations of all the relevant regional television, radio, daily/weekly print and electronic media news reports from the Serbian, Bosnian, Croatian, Montenegrin and Macedonian languages into English. A Public Information Assistant would allow for more robust media monitoring and related activities while also ensuring stability and non-interruption of these important activities.

Component 2: support

39. The Mission's support component will provide effective and efficient logistical, administrative and technical services in support of the Mission's implementation of its mandate. Support will be provided to the authorized strength of eight military liaison officers, eight United Nations police officers, and 371 civilian personnel.

The range of support will comprise all support services, including personnel administration, health care, information and communications technology, logistics operations, including facilities maintenance, ground transportation and supply operations, visa and travel, property management, and security.

40 During the 2014/15 period, the support component will continue improvements in property management by limiting the use of light passenger vehicles to direct operational requirements, resulting in a 33 per cent reduction of the Mission's light passenger vehicle fleet. Furthermore, the Mission will reconfigure and restructure sections in the support component in line with the global field support strategy, resulting in the abolishment and establishment of posts and United Nations Volunteer positions as outlined in the frameworks below.

Expected accomplishments	*Indicators of achievement*
2.1 Effective and efficient logistical, administrative and security support to the Mission	2.1.1 Improved property management through: (a) write-off and disposal: process timeline of 120 days or less with focus on disposal through commercial sale; (b) Local Property Survey Board: a maximum of 10 per cent write-off process longer than 12 months and time frame of 42 days or less for case processing; and (c) 100 per cent physical verification of assets and impairment exercise and disposition of written-off assets by 31 December 2014
	2.1.2 Improvement in information and communications technology service delivery, including reduction in upgrade/update time of software and improvement in security of the network and improved telephone services through a new Internet protocol telephone system

Outputs

Service improvements

- Physical verification of all assets and expendable property, up-to-date information maintained in the inventory system, discrepancies reconciled, assets written off and disposed of, no backlog in Local Property Survey Board cases
- Migration of disaster recovery servers from the United Nations Office in Belgrade to the Global Service Centre
- Establishment and administration of a fuel depot in Mission headquarters
- Utilization of available EULEX role I medical services for laboratory and X-ray diagnostics and the utilization of other medical services from additional service providers in the duty station for the provision of essential medical services to UNMIK staff

Military, police and civilian personnel

- Emplacement, rotation and repatriation of an average strength of 8 military observers and 8 United Nations police officers
- Administration of an average of 371 civilian staff, comprising 116 international staff, 228 national staff and 27 United Nations Volunteers

Facilities and infrastructure

- Maintenance and repair of 5 civilian staff premises and 8 repeater sites
- Sanitation services for all premises, including operation and maintenance of 2 United Nations-owned sewage treatment plants in 2 locations and garbage collection and disposal
- Operation and maintenance of 13 United Nations-owned generators in 9 locations
- Storage and supply of 322,000 litres of petrol, oil and lubricants for generators and heating units

Ground transportation

- Operation and maintenance of 104 United Nations-owned vehicles consisting of 71 light passenger vehicles, 20 special purpose vehicles, 2 ambulances, 4 armoured vehicles, 2 mobile engineering vehicles and 5 mobile material handling vehicles
- Supply of 170,000 litres of petrol, oil and lubricants for grounds transportation vehicles
- Operation of a shuttle service 5 days a week serving an average of 206 United Nations personnel per day to and from approved routes

Communications

- Support and maintenance of a satellite network consisting of 1 Earth station hub and 4 very small aperture terminals, 7 telephone exchanges, 24 microwave links, 5 videoconferencing systems, 36 very-high-frequency repeaters and 5 ultra-high-frequency repeaters
- Maintenance and support of 4 FM radio broadcast stations and 1 production studio

Information technology

- Support and maintenance of 148 virtual servers, 2 banks for blade servers, 6 high-end servers, 89 switches, 31 routers, 2 wireless networks (1 public and 1 official), 2 backup systems, 7 security systems, 487 computing devices, 100 printers in 4 individual sites in Pristina, Belgrade, Mitrovica offices and Pec, and 440 e-mail accounts

Medical

- Medical support for 387 staff and personnel, including through liaison with the EULEX role I clinic for laboratory and X-ray services and a damage control surgical facility in Pristina for cases of acute damage control surgery and follow-up on UNMIK patients admitted; and memorandum of understanding with the German KFOR role II NATO-owned hospital in Prizren for specialist consultation and referral of UNMIK patients for emergency, laboratory and radiological tests, and inpatient care
- Operation and maintenance of 1 basic regional satellite clinic in Mitrovica with an adequate emergency response service

- Maintenance of mission-wide land and air evacuation arrangements for all United Nations staff, including to role II and role III medical facilities within and outside the Mission area
- Operation and maintenance of confidential HIV counselling and testing facilities, and HIV sensitization programmes, including new-arrival induction programmes

Security

- Provision of security services 24 hours a day, 7 days a week for all United Nations personnel within the Mission area
- Mission-wide office and site security assessment, including residential surveys for all new arriving staff and changes of residence
- Support and maintenance of the workplace safety and security programme through the provision of advice at monthly safety committee meetings, regular monitoring of workplace safety and security, conduct of 2 fire drills for all Mission personnel and regular training for all fire wardens, and provision of in-house firearms training to 11 international security officers, field security training to 11 international and 49 national security staff, baton and pepper spray training to 11 international and 30 national security staff and trauma bag training to 11 international security officers and 8 national staff

External factors

The regional security environment will remain calm. The adjacent borders will remain open for delivery of goods and services

Table 3
Human resources: component 2, support

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Mission Support Division									
Office of the Chief of Mission Support (including regional support offices in Belgrade and Mitrovica)									
Approved posts 2013/14	–	1	3	1	1	6	15	5	26
Proposed posts 2014/15	–	1	4	–	–	5	14	3	22
Net change	–	–	**1**	**(1)**	**(1)**	**(1)**	**(1)**	**(2)**	**(4)**
Administrative Services									
Approved posts 2013/14	–	–	4	4	9	17	38	1	56
Proposed posts 2014/15	–	–	4	2	5	11	28	1	40
Net change	–	–	–	**(2)**	**(4)**	**(6)**	**(10)**	–	**(16)**
Technical Support Division									
Approved posts 2013/14	–	–	2	1	12	15	46	4	65
Proposed posts 2014/15	–	–	2	1	7	10	60	4	74
Net change	–	–	–	–	**(5)**	**(5)**	**14**	–	**9**

Civilian staff	International staff						National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Subtotal, Mission Support Division									
Approved 2013/14	–	1	9	6	22	38	99	10	147
Proposed 2014/15	–	1	10	3	12	26	102	8	136
Net change	**–**	**–**	**1**	**(3)**	**(10)**	**(12)**	**3**	**(2)**	**(11)**
Security Section									
Approved posts 2013/14	–	–	–	2	12	14	45	–	59
Proposed posts 2014/15	–	–	–	2	9	11	49	–	60
Net change	**–**	**–**	**–**	**–**	**(3)**	**(3)**	**4**	**–**	**1**
Conduct and Discipline Unit									
Approved posts 2013/14	–	–	1	–	–	1	1	–	2
Proposed posts 2014/15	–	–	–	–	–	–	–	–	–
Net change	**–**	**–**	**(1)**	**–**	**–**	**(1)**	**(1)**	**–**	**(2)**
Total									
Approved 2013/14	–	1	10	8	34	53	145	10	208
Proposed 2014/15	–	1	10	5	21	37	151	8	196
Net change	**–**	**–**	**–**	**(3)**	**(13)**	**(16)**	**6**	**(2)**	**(12)**

[a] Includes National Professional Officers and national General Service staff.

International staff: net decrease of 16 posts (abolishment of 1 P-4, 2 P-3 and 8 Field Service posts, conversion of 1 P-3 post to a national General Service post, conversion of 5 Field Service posts to 1 National Professional Officer and 4 national General Service posts, and establishment of 1 P-4 post)

National staff: net increase of 6 posts (abolishment of 3 national General Service posts, establishment of 1 National Professional Officer post and 2 national General Service posts, conversion of 1 Field Service post to a National Professional Officer post, and conversion of 1 P-3 and 4 Field Service posts to national General Service posts)

United Nations Volunteers: net decrease of 2 positions (abolishment of 2 United Nations Volunteer positions)

Mission Support Division

International staff: net decrease of 12 posts (abolishment of 2 P-3 and 7 Field Service posts, conversion of 1 P-3 post to a national General Service post, conversion of 3 Field Service posts to 1 National Professional Officer and 2 national General Service posts, and establishment of 1 P-4 post)

National staff: net increase of 3 posts (abolishment of 2 national General Service posts, conversion of 1 P-3 post and 3 Field Service posts to 1 National Professional Officer and 3 national General Service posts, reassignment of 1 national General Service post to the Security Section, and establishment of 1 National Professional Officer and 1 national General Service post)

United Nations Volunteers: decrease of 2 positions (abolishment of 2 United Nations Volunteer positions)

Office of the Chief of Mission Support

International staff: net decrease of 1 post (abolishment of 1 P-3 and 1 Field Service posts, and establishment of 1 P-4 post)

National staff: net decrease of 1 post (abolishment of 2 national General Service posts, reassignment of 1 national General Service post to Security Section, redeployment of 1 national General Service post from the General Services Section, establishment of 1 National Professional Officer post, and redeployment of 1 national General Service post from the Mitrovica Office to the Medical Services Office within the Office of the Chief of Mission Support)

United Nations Volunteers: decrease of 2 positions (abolishment of 2 United Nations Volunteer positions)

41. The Office of the Chief of Mission Support oversees the Medical Services Office, the United Nations Volunteers Support Unit, the Contracts Management Unit, the support staff in the regional offices in Belgrade and Mitrovica and the newly established Risk Compliance and Monitoring Unit.

42. A review of the Mission's medical operations which examined alternative ways of providing medical services to the Mission's staff was finalized and resulted in several recommendations for the reconfiguration of the Medical Services Office, including the transformation of the level I clinic in Pristina into a medical cell with no clinical role, with the remaining medical personnel continuing to provide medical consultations and referrals to local facilities for level I and level II medical services. Pursuant to the suggested reconfiguration, it is proposed that the staffing establishment of the Medical Services Office be adjusted to reflect the abolishment of four posts and two United Nations Volunteer positions comprising one Medical Officer (P-3), three Nurses (one Field Service and two United Nations Volunteer), one Team Assistant (national General Service), and one Ambulance Driver (national General Service), which are no longer required. In addition, to further reflect the reconfiguration of the Medical Services Office, it is proposed to reassign one national General Service post of Ambulance Driver to the Security Section and to redeploy one national General Service post of Nurse from the regional office in Mitrovica. The mandate of the reconfigured Medical Services Office is to serve as a liaison medical cell in Pristina with a basic clinic in Mitrovica. The liaison cell will have no clinical role and will provide medical consultations, including referral of staff to approved medical facilities in Kosovo to leverage the local medical capabilities for comparable level I and level II clinical services. For level III and level IV medical services, staff will be referred to neighbouring countries with the required capabilities. In Mitrovica, the clinic will offer basic clinical services as the first line of treatment to staff and provide advice in case further steps are needed. Both locations will be responsible for medico-administrative issues, including sick leave, health awareness, medical evacuations, and cooperation with other medical service providers. The Chief of the Medical Services Office will act as an adviser in all health-related issues of the Mission.

43. In line with the restructuring of UNMIK, a new Risk Compliance and Monitoring Unit is proposed to be established within the Mission Support Division. The role of that Unit will be to effectively support cross-cutting compliance and monitoring functions of the Mission to better manage the requirements of the Mission and to strengthen internal controls and improve managerial accountability.

The Unit will consist of one newly established P-4 post of Compliance and Monitoring Officer as the head of the Unit, one newly established National Professional Officer post of Associate Compliance and Monitoring Officer, and one national General Service post of Claims Assistant redeployed from the General Services Section under Administrative Services. The Unit will be responsible for coordinating responses to audit observations and other oversight recommendations and observations, and also performing environmental and claims functions.

Administrative Services

International staff: decrease of 6 posts (abolishment of 1 P-3 and 2 Field Service posts, redeployment of 1 P-2 post to the Communications and Information Technology Section, redeployment of 1 Field Service post to the Logistics Section, redeployment of 2 Field Service posts from the General Services Section to the Personnel Section within Administrative Services, conversion of 1 Field Service post to a national General Service post)

National staff: net decrease of 10 posts (redeployment of 1 National Professional Officer post to the Logistics Section, redeployment of 1 national General Service post to the Risk Compliance and Monitoring Unit, redeployment of 1 national General Service post to the Communications and Information Technology Section, redeployment of 8 national General Service posts to the Logistics Section, redeployment of 2 national General Service posts from the General Services Section to the Personnel Section within Administrative Services, conversion of 1 Field Service post to 1 national General Service post)

44. The Office of the Chief of Administrative Services oversees the Finance and Budget Section, the Personnel Section, and the Procurement Section.

45. The abolishment of one Field Service post of Board of Inquiry Assistant is proposed as part of the rationalization process undertaken by the Mission. The post is no longer required as the arrangements within the Office of the Chief of Administrative Services will allow for flexible use of staff personnel from other units, as required, to perform the functions of the post to be abolished.

46. In the Personnel Section, the conversion of one Field Service post of Human Resources Assistant to a national General Service post of Travel Assistant is proposed with a view to building the capacity of the national staff. As a result of the automation of the time and attendance process, there is no longer a need for two Human Resources Assistant posts in the Personnel Section. However, owing to the proposed abolishment of the General Services Section and redistribution of some of its functions to the Personnel Section, including those related to visas and travel, the establishment of the national General Service post of Travel Assistant through the conversion of the Field Service post of Human Resources Assistant will provide crucial support to the newly consolidated Personnel Section.

47. After a careful assessment of the Mission's structure, UNMIK has decided to abolish the General Services Section and redistribute some of its functions to other sections while abolishing the remaining posts. The consolidation of services that will be achieved through the restructuring will enhance accountability and result in a more efficient delivery of services. The proposed changes would result in the reduction of all 19 posts from the General Services Section through the abolishment of 2 posts; and the redeployment of 2 posts to the Communications and Information

Technology Section, 4 posts to the Personnel Section, 1 post to the Risk Compliance and Monitoring Unit, and 10 posts to the Logistics Section as described in paragraphs 48 and 49 below.

48. Following the Mission's decision to abolish the General Services Section and redistribute its functions, including the visa and travel and mail and pouch functions to the Personnel Section, it is proposed to redeploy one Field Service post of Travel Officer, one Field Service post of General Services Assistant and two national General Service posts of Mail Assistant from the General Services Section to the Personnel Section. The consolidation of related functions will enable the Mission to better manage its resources by filling operational gaps and strengthening accountability while improving operations.

49. Further to the Mission's decision to abolish the General Services Section and abolish or redistribute its functions to other sections, as appropriate, the following changes are proposed: abolishment of one P-3 post of Claims Officer and one Field Service post of Claims Assistant; redeployment of one Field Service post of Travel Officer, one Field Service post of General Service Assistant, and two national General Service posts of Mail Assistant to the Personnel Section (see para. 48 above); redeployment of one P-2 post of Associate Information Management Officer and one national General Service post of Information Management Assistant to the Communications and Information Technology Section (see para. 51 below); redeployment of one Field Service post of Property Control and Inventory Officer, one National Professional Officer post of Associate Information Systems Officer, one national General Service post of Movement Control Assistant, four national General Service posts of Property Control and Inventory Assistant, two national General Service posts of Receiving and Inspection Assistant and one national General Service post of Property Disposal Assistant to the Logistics Section (see para. 56 below); and redeployment of one national General Service post of Claims Assistant to the Risk Compliance and Monitoring Unit (see para. 43 above).

Technical Support Services

International staff: net decrease of 5 posts (abolishment of 4 Field Service posts, conversion of 1 Field Service post to a National Professional Officer post, conversion of 1 P-3 and 1 Field Service post to 2 national General Service posts, and redeployment of 1 P-2 and 1 Field Service posts from the General Services Section)

National staff: increase of 14 posts (redeployment of 1 National Professional Officer and 9 national General Service posts from the General Services Section, conversion of 1 P-3 and 2 Field Service posts to 1 National Professional Officer and 2 national General Service posts, and establishment of 1 national General Service post)

50. The Office of the Chief of Technical Support Services oversees the Communications and Information Technology Section and the Logistics Section.

51. The redeployment of one P-2 post of Associate Information Management Officer and one national General Service post of Information Management Assistant from the General Services Section to the Communications and Information Technology Section is proposed in accordance with the consolidation activities being proposed through the abolishment of the General Services Section.

52. The abolishment of four Field Service posts in the Communications and Information Technology Section is further proposed, comprising one

Telecommunications Assistant, two Information System Assistants and one Telecommunications Technician, owing to the expected efficiencies from the proposed move of certain network infrastructure to the Global Service Centre.

53. The budget submission for the 2014/15 financial period proposes to further strengthen the Logistics Section through the consolidation of activities and further utilization of the Mission's national capacity. The objective has been to move from the traditional self-accounting unit structure and establish an integrated structure that is capable of delivering its service within a supply chain management environment. In this regard, further structural changes are required to ensure that UNMIK is ready to operate as an integrated body. The proposed changes would result in an increase of 11 posts in the Logistics Section through the establishment of 1 post and redeployment of 10 posts from the General Services Section and the conversion of three posts (see paras. 54-56 below).

54. Owing to the presence of a strong national capacity in the Logistics Section, it is proposed to convert one Field Service post of Chief Transport Officer to a National Professional Officer post and also convert one P-3 post of Engineer to a national General Service post of Facilities Management Assistant and one Field Service post of Information Systems Assistant to a national General Service post.

55. In the Logistics Section, it is also proposed to establish one national General Service post of Driver in order to supplement the current staffing establishment of bus drivers. The Mission's proposal to restrict the use of light passenger vehicles for official purposes only and increase its reliance on pooled transport options will necessitate the need for an additional Driver.

56. Furthermore, owing to the abolishment of the General Services Section, the redeployment of one Field Service post of Property Control and Inventory Officer, one National Professional Officer post of Associate Information Systems Officer and eight national General Service posts (one Movement Control Assistant, four Property Control and Inventory Assistants, two Receiving and Inspection Assistants and one Property Disposal Assistant) is proposed from the General Services Section to the Logistics Section.

Security Section

International staff: decrease of 3 posts (abolishment of 1 Field Service post, conversion of 2 Field Service posts to national General Service posts and redeployment of 1 Field Service post from the United Nations Office in Belgrade to the Mitrovica Office within the Security Section)

National staff: increase of 4 posts (reassignment of 1 national General Service post from the Medical Section, conversion of 2 Field Service posts to 2 national General Service posts, and establishment of 1 national General Service post)

57. The abolishment of one Field Service post of Security Officer in the Mitrovica Office is proposed as the functions of the post can be adequately performed by a Field Service post of a lower grade level to be redeployed from Belgrade (see para. 58 below) without compromising the Section's ability to carry out its duties. The proposed abolishment would reduce the costs of security services.

58. The redeployment of one Field Service post of Security Officer from Belgrade to Mitrovica is also proposed to stabilize the security apparatus in Mitrovica in the light of the proposed abolishment of the Field Service post of Security Officer.

59. The establishment of one national General Service post of Security Officer in Belgrade is further proposed. Despite the relatively safe and secure environment in Belgrade, the United Nations Office in Belgrade will still need a level of liaison with the host Government security elements and the Department of Safety and Security office in Belgrade. Thus, the establishment of this post will enable the United Nations Office in Belgrade to continue to have a Security Officer, while more importantly, enabling it to maintain its security liaison with the host Government security elements.

60. The conversion of one Field Service post of Security Officer and one Field Service post of Close Protection Officer to national General Service posts is proposed. In addition to building national capacity, the conversion of these posts will enhance the Mission's ability to create dialogue with the local security institutions while also helping to reduce costs.

61. The reassignment of one national General Service post of Ambulance Driver from the Medical Services Office to the Security Section as a Close Protection Assistant is proposed. The proposed post would be responsible for providing the Special Representative of the Secretary-General with VIP driver functions. The Special Representative of the Secretary-General Security Liaison Unit is currently comprised of two Field Service posts of Security Officers and four national General Service posts of Close Protection Assistants. The Security Section is planning to increase its local staff strength in order to minimize the non-security related functions of the current Close Protection Assistants, including VIP driver functions, in order to give enhanced security responsibilities to the Close Protection Assistants and allow for the eventual establishment of a national Security Liaison Team.

Conduct and Discipline Unit

International staff: decrease of 1 post (abolishment of 1 P-4 post)

National staff: decrease of 1 post (abolishment of 1 national General Service post)

62. The abolishment of one P-4 post of Conduct and Discipline Officer and one national General Service post of Administrative Assistant in the Conduct and Discipline Unit is proposed as a result of the declining number of personnel in the Mission, resulting in a decreased need for prevention activities and a reduced caseload for the Unit. Furthermore, support for the exercise of the Mission's conduct and discipline functions will be covered through a regional role to be exercised by the Global Service Centre.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

	Expenditures (2012/13)	*Apportionment (2013/14)*	*Cost estimates (2014/15)*	*Variance*	
				Amount	*Percentage*
Category	*(1)*	*(2)*	*(3)*	*(4)=(3)-(2)*	*(5)=(4)÷(2)*
Military and police personnel					
Military observers	302.9	350.3	400.1	49.8	14.2
Military contingents	–	–	–	–	–
United Nations police	260.6	363.1	400.1	37.0	10.2
Formed police units	–	–	–	–	–
Subtotal	**563.5**	**713.4**	**800.2**	**86.8**	**12.2**
Civilian personnel					
International staff	25 895.4	24 764.2	21 949.9	(2 814.3)	(11.4)
National staff	7 929.1	9 542.0	10 935.3	1 393.3	14.6
United Nations Volunteers	1 071.9	1 208.6	1 100.9	(107.7)	(8.9)
General temporary assistance	31.0	–	–	–	–
Government-provided personnel	–	–	–	–	–
Subtotal	**34 927.4**	**35 514.8**	**33 986.1**	**(1 528.7)**	**(4.3)**
Operational costs					
Civilian electoral observers	–	–	–	–	–
Consultants	190.9	193.9	229.2	35.3	18.2
Official travel	405.9	499.3	451.0	(64.3)	(9.7)
Facilities and infrastructure	3 612.3	3 583.0	2 791.0	(792.0)	(22.1)
Ground transportation	518.3	479.7	441.6	(38.1)	(7.9)
Air transportation	–	–	–	–	–
Naval transportation	–	–	–	–	–
Communications	1 658.6	1 552.7	1 532.6	(30.1)	(1.3)
Information technology	2 216.8	1 327.2	1 472.1	144.9	10.9
Medical	40.3	145.6	79.4	(66.2)	(45.5)
Special equipment	–	–	–	–	–
Other supplies, services and equipment	576.2	518.4	565.9	47.5	9.2
Quick-impact projects	–	425.0	419.0	(6.0)	(1.4)
Subtotal	**9 219.3**	**8 724.8**	**7 981.8**	**(743.0)**	**(8.5)**
Gross requirements	**44 710.2**	**44 953.0**	**42 768.1**	**(2 184.9)**	**(4.9)**
Staff assessment income	3 707.5	3 966.6	3 849.5	(117.1)	(3.0)
Net requirements	**41 002.7**	**40 986.4**	**38 918.6**	**(2 064.8)**	**(5.0)**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**44 710.2**	**44 953.0**	**42 768.1**	**(2 184.9)**	**(4.9)**

B. Non-budgeted contributions

63. The estimated value of non-budgeted contributions for the period from 1 July 2014 to 30 June 2015 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-mission agreement[a]	104.2
Voluntary contributions in kind (non-budgeted)	–
Total	**104.2**

[a] Inclusive of land and premises provided by the Serbian Government to the United Nations Office in Belgrade.

C. Efficiency gains

64. The cost estimates for the period from 1 July 2014 to 30 June 2015 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Streamlining of support and security functions	2 004.6	Reconfiguration and restructuring of sections in the support component in line with the global field support strategy, resulting in the net reduction of 16 international posts through the abolishment of 11 posts and conversion of 6 posts, offset by the establishment of 1 post. In addition, there was a reduction of 2 United Nations Volunteer positions. The reduction of international posts and United Nations Volunteer positions is partly offset by the net increase of 6 national posts through the establishment of 1 National Professional Officer and 2 national General Service posts and the conversion of 6 international posts to 1 National Professional Officer and 5 national General Service posts, offset by the abolishment of 3 national General Service posts
Facilities and infrastructure	48.9	Utilization of available copying devices, such as multifunction printers and scanners with comparative copying capabilities, thereby decreasing the number of leased photocopiers to 15 as compared to 29 during the 2013/14 period
Facilities and infrastructure	96.7	Savings achieved in maintenance services through in-house wastewater treatment, which eliminated costs for waste disposal. In addition, there are no requirements for repair and maintenance of medical equipment owing to the transformation of the Pristina level I clinic into a medical cell

Category	*Amount*	*Initiative*
Ground transportation	52.4	New guidance limiting the use of vehicles to direct operational requirements resulting in the reduction of 35 light passenger vehicles, 2 special purpose vehicles, 2 ambulances and 4 armoured vehicles, thereby reducing requirements for repairs, maintenance, spare parts, petrol, oil and lubricants, partly offset by the acquisition of 1 bus to enhance pooled transport options
Medical supplies	66.2	Utilization of the EULEX role 1 medical facilities and other medical facilities within the Mission area to provide medical care for UNMIK staff
Total	**2 268.8**	

D. Vacancy factors

65. The cost estimates for the period from 1 July 2014 to 30 June 2015 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2012/13*	*Budgeted 2013/14*	*Projected 2014/15*
Military and police personnel			
Military observers	–	–	–
United Nations police	12.5	–	–
Civilian personnel			
International staff	17.9	5.0	10.0
National staff			
National Professional Officers	–	5.0	1.0
National General Service staff	1.5	1.0	1.0
United Nations Volunteers	7.1	5.0	5.0
Temporary positions[a]			
National staff	–	–	–

[a] Funded under general temporary assistance.

66. Vacancy rates take into account actual rates during the 2012/13 period, experience during the 2013/14 financial period and proposed changes in the civilian staffing establishment. Although vacancy rates are expected to remain generally comparable to the 2013/14 budgeted rates, the rate for international staff has been increased from 5 per cent in the 2013/14 financial period to 10 per cent based on the factors identified above. Meanwhile, the rate for National Professional Officers has been reduced from 5 per cent in 2013/14 to 1 per cent in 2014/15 given the full deployment of National Professional Officers as at 30 November 2013.

E. Training

67. The estimated resource requirements for training for the period from 1 July 2014 to 30 June 2015 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	52.4
Official travel	
Official travel, training	143.0
Other supplies, services and equipment	
Training fees, supplies and services	90.5
Total	**285.9**

68. The number of participants planned for the period from 1 July 2014 to 30 June 2015, compared to previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2012/13	*Planned 2013/14*	*Proposed 2014/15*	*Actual 2012/13*	*Planned 2013/14*	*Proposed 2014/15*	*Actual 2012/13*	*Planned 2013/14*	*Proposed 2014/15*
Internal	841	88	117	1 089	37	121	44	–	–
External[a]	46	13	32	14	1	11	–	–	–
Total	**887**	**101**	**149**	**1 103**	**38**	**132**	**44**	–	–

[a] Includes the United Nations Logistics Base at Brindisi, Italy, and outside the mission area.

69. The training plan for 2014/15 is designed to upgrade various substantive and technical skills, and to develop leadership, management, and organization skills of international and national staff. The training plan emphasizes the strengthening of the substantive and technical capacity of staff through courses in budget and finance, information technology, leadership and management, medical, human rights, peace process, rule of law, and security. The Mission will continue to utilize internal training options whenever possible.

F. Quick-impact projects

70. The estimated resource requirements for quick-impact projects for the period from 1 July 2014 to 30 June 2015, compared to previous periods, are as follows:

(Thousands of United States dollars)

Period	*Amount*	*Number of projects*
1 July 2012 to 30 June 2013 (actual)	–	–
1 July 2013 to 30 June 2014 (approved)	425.0	20
1 July 2014 to 30 June 2015 (proposed)	419.0	24

71. A provision of $419,000 is proposed for the 2014/15 period to implement 24 quick-impact projects in the areas of: (a) inter-municipal and inter-ethnic cooperation; (b) required basic services at the community level to promote cooperation and reconciliation between communities; and (c) improvement of economic or environmental conditions at the local level. The implementation of quick-impact projects will create a positive environment for the Mission's activities and will contribute more effectively in the progress of the reconciliation process.

III. Analysis of variances[1]

72. The standard terminology applied with respect to the analysis of resource variances in this section is defined in annex I.B to the present report. The terminology used remains the same as in previous reports.

	Variance	
Military observers	$49.8	14.2%

- **Management: additional inputs and same outputs**

73. The increased requirements are attributable mainly to a change in methodology in the calculation of death and disability cost estimates and a less favourable euro exchange rate of 0.74 compared to the budgeted rate of 0.77 for the 2013/14 financial period.

	Variance	
United Nations police	$37.0	10.2%

- **Management: additional inputs and same outputs**

74. The increased requirements are attributable mainly to a change in methodology in the calculation of death and disability cost estimates and a less favourable euro exchange rate of 0.74 compared to the budgeted rate 0.77 for the 2013/14 financial period.

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

	Variance	
International staff	($2 814.3)	(11.4%)

- **Management: reduced inputs and same outputs**

75. The decreased requirements are attributable mainly to the abolishment of 11 and conversion of 6 international posts owing primarily to the abolishment of the General Services Section and restructuring in the Medical, Security, and Communications and Information Technology Sections.

	Variance	
National staff	$1 393.3	14.6%

- **Management: additional inputs and same outputs**

76. The increased requirements are attributable mainly to a net addition of 14 posts, comprising 3 National Professional Officer posts and 11 national General Service posts, as well as to a less favourable euro exchange rate of 0.74 compared to the budgeted rate 0.77 for the 2013/14 financial period.

	Variance	
United Nations Volunteers	($107.7)	(8.9%)

- **Management: reduced inputs and same outputs**

77. The decreased requirements are attributable mainly to the net reduction of one United Nations Volunteer position.

	Variance	
Consultants	$35.3	18.2%

- **Management: additional inputs and same outputs**

78. The increased requirements are due mainly to consulting fees in relation to the Information Technology Infrastructure Library v3 intermediate-level service operation course to enhance service desk delivery.

	Variance	
Official travel	($48.3)	(9.7%)

- **Management: reduced inputs and same outputs**

79. The decreased requirements are due to a more than 20 per cent reduction in the number of planned trips outside the Mission area, partly offset by an increase in training-related travel due to additional external training requirements in the areas of leadership and management development, information technology and security.

	Variance	
Facilities and infrastructure	($792.0)	(22.1%)

- **Management: reduced inputs and same outputs**

80. The decreased requirements are due mainly to: (a) decreased provisions for alternation and renovation services owing to the discontinuation of requirements for winterization works and Kobe house replacements; (b) reduced requirements for

petrol, oil and lubricants; and (c) no requirement for additional prefabricated facilities.

	Variance	
Ground transportation	($38.1)	(7.9%)

- **Management: reduced inputs and same outputs**

81. The decreased requirements are attributable mainly to lower costs for repairs and maintenance, spare parts, and petrol, oil and lubricants as a result of the Mission's new policy of limiting the use of light passenger vehicles to direct operational requirements. The decreased requirements offset in part by the acquisition of a bus to enhance pooled transport options.

	Variance	
Information technology	($144.9)	(10.9%)

- **Management: reduced inputs and same outputs**

82. The increased requirements are attributable mainly to an allocation of indirect costs to support Umoja and other information technology systems in the field. A detailed explanation is contained in the Secretary-General's overview report on the financing of the United Nations peacekeeping operations.

	Variance	
Medical	($66.2)	(45.5%)

- **Management: reduced inputs and same outputs**

83. The decreased requirements are attributable mainly to the transformation of the medical clinic in Pristina into a medical cell and the utilization of the EULEX role 1 medical facilities and other medical facilities within the Mission area to provide medical care for UNMIK staff.

	Variance	
Other supplies, services and equipment	$47.5	9.2%

- Management: additional inputs and same outputs

84. The increased requirements are attributable mainly to increased demand for translation services and higher costs for training fees, supplies and services, owing to increased external training requirements.

IV. Actions to be taken by the General Assembly

85. **The actions to be taken by the General Assembly in connection with the financing of the United Nations Interim Administration Mission in Kosovo are appropriation and assessment of the amount of $42,768,100 for the maintenance of the Mission for the 12-month period from 1 July 2014 to 30 June 2015.**

V. Summary of follow-up action taken to implement the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly

Advisory Committee on Administrative and Budgetary Questions

(A/67/780/Add.11)

Request recommendation	*Action taken to implement request recommendation*
The Advisory Committee was informed that there was one pending death and disability claim. In this regard, the Committee encourages the Mission to settle the claim as soon as possible (para. 7).	Legal advice has provided that the claimant would not be eligible for compensation.
With respect to quick-impact projects, the Committee stresses the need for continued coordination with other relevant actors, such as the United Nations Kosovo Team and local partners, in order to avoid duplication of efforts (para. 25).	UNMIK continues to have close coordination with the United Nations Kosovo Team, which is represented on the Project Review Committee through the Resident Coordinator. The Mission is closely involved in the vetting process of projects and local implementing partners to avoid duplication of efforts and assist in aligning projects with the priorities of the various communities they intend to serve.
The Advisory Committee notes that it is proposed that 1 external training course be conducted for national staff in 2013/14, compared with 11 courses in 2011/12 and 12 planned for 2012/13. The Committee recalls its previous recommendation encouraging more use of in-house training and welcomes the Mission's strategy in this regard, as well as the resulting reduction in external training courses for national staff (see also A/66/718/Add.7, para. 34) (para. 28).	The Mission implemented and conducted 36 in-house training courses for all UNMIK staff in 2012/13 as detailed in the supplementary information on training. The total number of participants for the training sessions was as follows: international staff personnel — 841; national staff personnel — 1,089; and military observers and United Nations police officers. The Mission will continue to carry out various in-house training as required during the 2013/14 period.

Annex I

Definitions

A. Terminology related to proposed changes in human resources

The following terminology has been applied with respect to proposed changes in human resources (see section I):

- **Post establishment**: a new post is proposed to be established when additional resources are necessary and when it is not possible to redeploy resources from other offices or otherwise accommodate specific activities from within existing resources
- **Post reassignment**: an approved post that was intended to cover a certain function is proposed to implement other priority mandated activities unrelated to the original function. While a post reassignment may involve a change of location or office, it does not change the category or level of the post
- **Post redeployment**: an approved post is proposed to be redeployed to cover comparable or related functions in another office
- **Post reclassification**: an approved post is proposed to be reclassified (upgraded or downgraded) when the duties and responsibilities of the post have changed substantially
- **Post abolishment**: an approved post is proposed to be abolished if it is no longer needed to implement the activities for which it was approved or to implement other priority mandated activities within the mission
- **Post conversion**: three possible options for post conversion are as follows:
  - Conversion of general temporary assistance positions to posts: approved positions financed under general temporary assistance are proposed for conversion to posts if the functions being performed are of a continuing nature
  - Conversion of individual contractors or individuals on procurement contracts to national staff posts: taking into account the continuing nature of certain functions, in line with section VIII, paragraph 11, of General Assembly resolution 59/296, individual contractors or individuals on procurement contracts are proposed for conversion to national staff posts
  - Conversion of international staff posts to national staff posts: approved international staff posts are proposed for conversion to national staff posts

B. Terminology related to variance analysis

Section III of the present report indicates the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

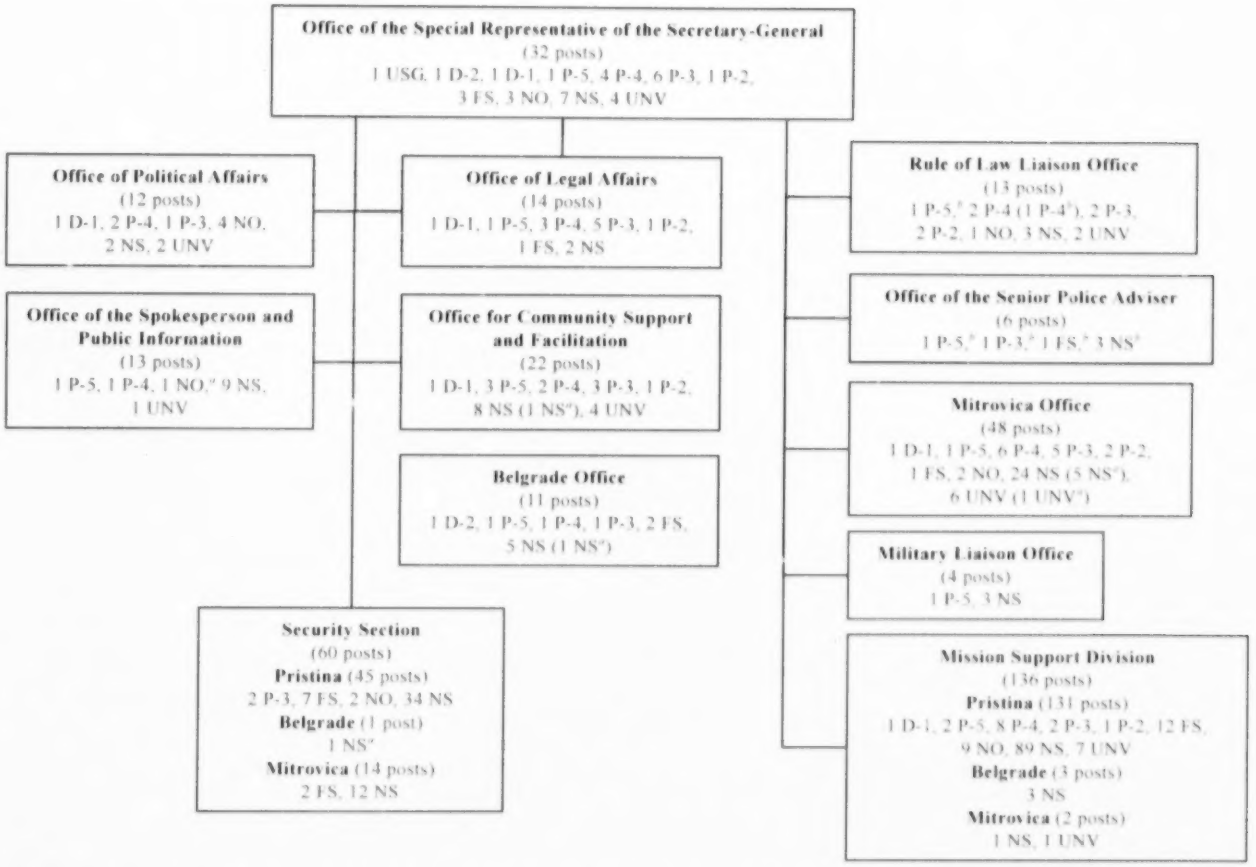
- **Mandate**: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate

- **External**: variances caused by parties or situations external to the United Nations
- **Cost parameters**: variances caused by United Nations regulations, rules and policies
- **Management**: variances caused by management actions to achieve planned results more effectively (e.g. by reprioritizing or adding certain outputs) or efficiently (e.g. by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g. by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

Annex II

Organization charts

A. United Nations Interim Administration Mission in Kosovo

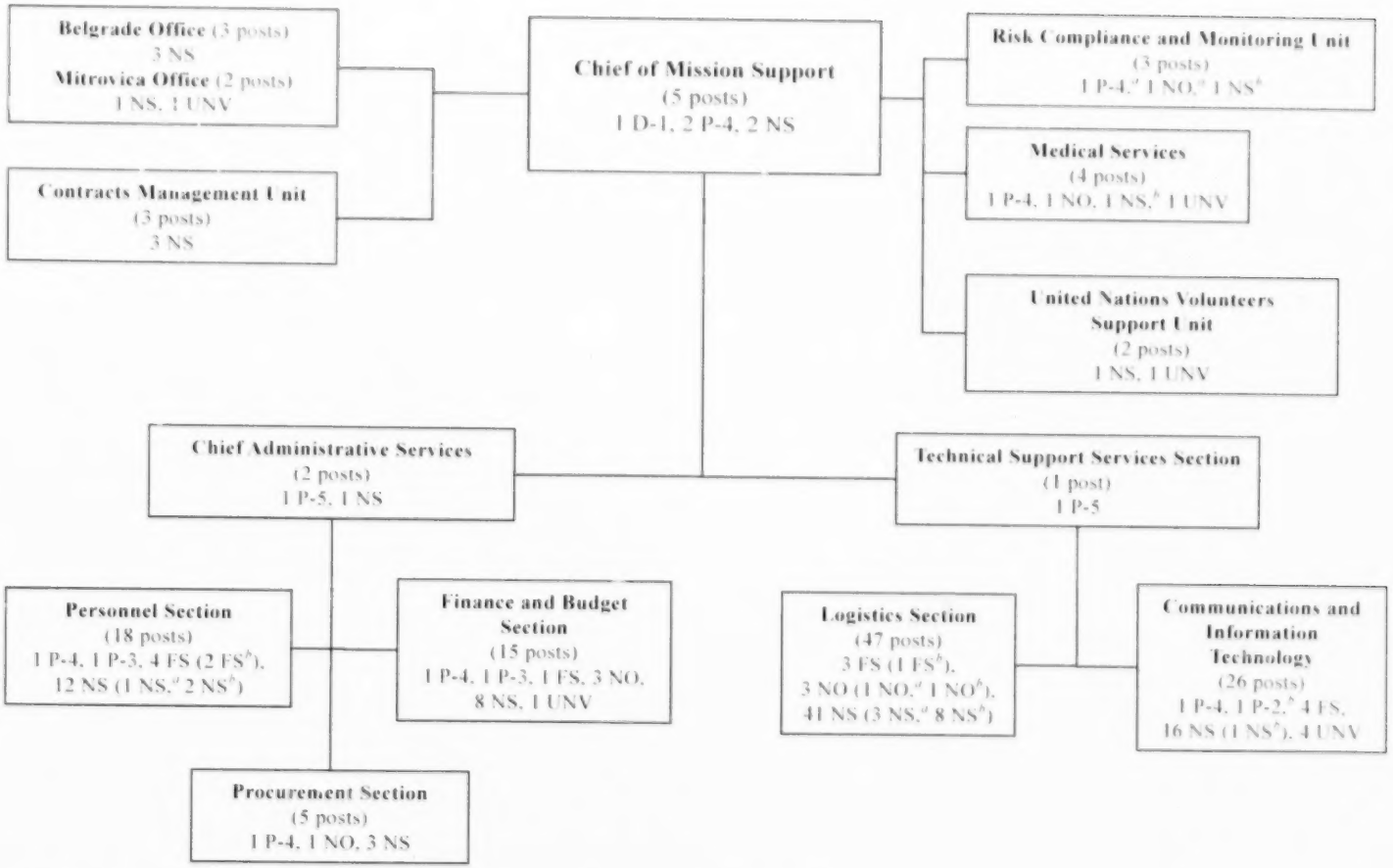

Office of the Special Representative of the Secretary-General
(32 posts)
1 USG, 1 D-2, 1 D-1, 1 P-5, 4 P-4, 6 P-3, 1 P-2,
3 FS, 3 NO, 7 NS, 4 UNV
Office of Political Affairs
(12 posts)
1 D-1, 2 P-4, 1 P-3, 4 NO,
2 NS, 2 UNV
Office of Legal Affairs
(14 posts)
1 D-1, 1 P-5, 3 P-4, 5 P-3, 1 P-2,
1 FS, 2 NS
Rule of Law Liaison Office
(13 posts)
1 P-5,[b] 2 P-4 (1 P-4[b]), 2 P-3,
2 P-2, 1 NO, 3 NS, 2 UNV
Office of the Spokesperson and Public Information
(13 posts)
1 P-5, 1 P-4, 1 NO,[a] 9 NS,
1 UNV
Office for Community Support and Facilitation
(22 posts)
1 D-1, 3 P-5, 2 P-4, 3 P-3, 1 P-2,
8 NS (1 NS[a]), 4 UNV
Office of the Senior Police Adviser
(6 posts)
1 P-5,[b] 1 P-3,[a] 1 FS,[b] 3 NS[b]
Mitrovica Office
(48 posts)
1 D-1, 1 P-5, 6 P-4, 5 P-3, 2 P-2,
1 FS, 2 NO, 24 NS (5 NS[a]),
6 UNV (1 UNV[a])
Belgrade Office
(11 posts)
1 D-2, 1 P-5, 1 P-4, 1 P-3, 2 FS,
5 NS (1 NS[a])
Military Liaison Office
(4 posts)
1 P-5, 3 NS
Security Section
(60 posts)
Pristina (45 posts)
2 P-3, 7 FS, 2 NO, 34 NS
Belgrade (1 post)
1 NS[a]
Mitrovica (14 posts)
2 FS, 12 NS
Mission Support Division
(136 posts)
Pristina (131 posts)
1 D-1, 2 P-5, 8 P-4, 2 P-3, 1 P-2, 12 FS,
9 NO, 89 NS, 7 UNV
Belgrade (3 posts)
3 NS
Mitrovica (2 posts)
1 NS, 1 UNV

Abbreviations: USG, Under-Secretary-General; FS, Field Service; NO, National Professional Officer; NS, national staff; UNV, United Nations Volunteers.

[a] New post.

[b] Redeployed.

B. Mission Support Division



Abbreviations: USG, Under-Secretary-General; FS, Field Service; NO, National Professional Officer; NS, national staff; UNV, United Nations Volunteers.

[a] New post.

[b] Redeployed.

Map

UNMIK
January 2014
Operational boundary
International boundary
National capital
Republic capital or provincial capital
Town, village
Mountain pass
Major road
Secondary road
Railroad
SERBIA
MONTENEGRO
Kosovo
ALBANIA
THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA
HQ Regional
MLT North
Kosovska Mitrovica
HQ UNMIK
HQ MLC
MLT
Pristina
Skopje
Brodoc
HQ UNMIK UNMIK HQ
HQ MLC Military Liaison Component HQ
MLT Military Liaison Team
UNMIK perimeter of operations
The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.
Map No. 4133 Rev. 57 UNITED NATIONS
January 2014
Department of Field Support
Cartographic Section